



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX
FORT KNOX, KENTUCKY 40121-5000

REPLY TO
ATTENTION OF:

ATZK-EO (600)

09 AUG 2001

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Consideration of Others (CO2) Program

1. References.

- a. Army Regulation 600-20, Army Command Policy, 15 July 1999.
- b. Memorandum, HQ TRADOC, ATBO-BPE, 6 January 1998, subject: Consideration of Others (CO2) Program.

2. Purpose. To establish the US Army Armor Center and Fort Knox Consideration of Others Program.

3. Policy/Procedures.

a. Inculcation of the Consideration of Others (CO2) as a value for USAARMC and Fort Knox is centered on a comprehensive education program, which involves all civilian and Army personnel assigned. The purpose of this program is to enhance trust, cohesion, and readiness by ensuring continual awareness of caring as an organizational imperative.

b. The Consideration of Others Program is a commander's program, which instills in all members of the command a belief and understanding in the Army's core values: Loyalty, Duty, Respect, Selfless Service, Integrity, and Personal Courage. We must build and maintain an Army where people do what is right, where we treat each other as we would want to be treated, and where everyone can truly be all they can be.

c. The heart of the Consideration of Others Program is the small group session. Well organized meetings in small groups are the ideal forum for building trust and teamwork within the command. To make these meetings a success, special attention must be given in identifying and training CO2 group facilitators. A facilitators/trainers course has been established so commanders at all levels can maintain the requisite number of facilitators.

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d. On an annual basis, the model Consideration of Others Program for all Army and civilian personnel should include the following:

- (1) Senior Leader/Middle Manager training --one-day seminar.
- (2) All Military and civilian personnel receive 8 hours annually.
- (3) Two-hour quarterly sessions, small group discussion, with 15-25 personnel.

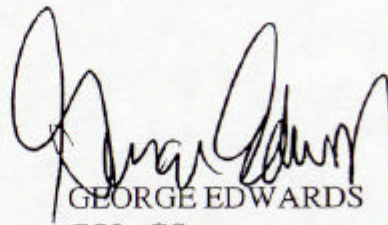
(4) Led by trained facilitators, who are appointed by the commander, and attend the two-day facilitator seminar course.

e. Leader involvement at all levels is the essential ingredient to a successful program. Equal Opportunity Advisors provide the Commander key staff support for implementation of this program. Training is required to be executed down to the squad, team, or section level.

f. Commanders will brief their annual programs during quarterly training briefings and will develop a process for a comprehensive annual review that includes climate assessment, teaching methodology, and refinements in the program of instruction.

4. Proponency. The proponent for this command policy is the Equal Opportunity Office, (502) 624-3510.

FOR THE COMMANDER:



GEORGE EDWARDS
COL, GS
Chief of Staff

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